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ABSTRACT

Using a questionnaire designed to elicit information on factors relating to career enhancement, 438 faculty members of departments of psychology in the southeastern United States were questioned concerning: major area of expertise; rank; tenure status; teaching load; opportunities for summer teaching; general tenure requirements; relationship of personal and directed student research to tenure, promotion, salary increases, and load reduction; number of publications in refereed journals; number of papers presented at professional meetings; recency of publications and paper presentations; availability of research equipment, space, and funds for personal and student research; availability of sabbatical leave; breakdown of workload; and major incentives for active programs of personal research. The response rate was 60 percent. Results are summarized in tabular form to permit comparison of the responses of faculty 40 years or older with seven or more years of teaching with the responses of younger, less-experienced, tenured and non- tenured faculty. Little narrative analysis is supplied. (Author/MSE)

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Factors Related to Career Enhancement Among Tenured and Non-tenured Faculty

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Abstract

Using a questionnaire designed to elicit information on factors relevant to career enhancement, 438 faculty members of departments of psychology in the Southeastern United States were queried concerning Major Area of Expertise; Rank; Tenure Status; Teaching Load; Opportunities for Summer Teaching; General Tenure Requirements; Relationship of Personal and Directed Student Research to Tenure, Promotion, Salary Increases, and Load Reduction; Number of Publications in Refereed Journals; Number of Papers Presented at Professional Meetings; Recency of Publications and Paper Presentations; Availability of Research Equipment, Space, and Funds for Personal and Student Research; Availability of Sabbatical Leave; Breakdown of Work Load; and, Major Incentives for Active Programs of Personal Research. A response rate of 60% was obtained. Results were summarized to permit comparison of the responses of faculty 40 years of age or older with 7 or more years of teaching experience with those of younger, less experienced, tenured and non-tenured faculty.

Factors Related to Career Enhancement Among
Tenured and Non-tenured Faculty

The purpose of this study was to assess factors perceived as relevant to career enhancement by faculty members in departments of psychology in institutions of higher learning in the Southeastern United States. Of particular interest was the exploration of possible differences characterizing older and younger faculty in their perception of rewards related to research productivity

Questionnaire: A questionnaire was designed to elicit information on a wide range of topics including Major Area of Expertise; Rank; Tenure Status; Teaching Load; Opportunities for Summer Teaching; General Tenure Requirements; Relationship of Personal and Directed Student Research to Tenure, Promotion, Salary Increases, and Load Reduction; Number of Publications in Refereed Journals; Number of Paper Presentations at Professional Meetings; Recency of Publications and Paper Presentations; Availability of Research Equipment, Space, and Funds for Personal and Student Research; Availability of Sabbatical Leave; Breakdown of Work Load: and, Major Incentives for Active Programs of Personal Research.

Population: The membership list of the Southeastern Psychological Association was obtained and all members with a college of university address identified. The age and years of teaching experien each person were determined from biographical

data in the APA Directory. Questionnaires were mailed to SEPA members identifiable in the APA Directory as being 40 years of age or older and having 7 or more years of teaching experience. In selecting this group, it was hoped to obtain input from a group of ranking, tenured faculty. Questionnaires were mailed also to all SEPA members identified as being younger than 40. It was hoped that, from this group, an adequate sample of non-tenured faculty would be obtained.

Results: For the Over 40 Group, 204 persons were mailed questionnaires. Of these, 116 (56.9%) were returned. For reasons such as retirement, death, etc., 9 of the questionnaires were not included in the analysis so that the final sample in the Over 40 Group included 107 respondents. All of this group proved to be tenured. For the Under 40 Group, questionnaires were mailed to 234 persons and a total of 148 (63.2%) were returned. Again, 9 questionnaires could not be included in the final sample for this group. Among the Under 40 Group, 91 respondents were tenured while 48 were not. A review of the ranks held by the Under 40-Tenured respondents indicated opportunities for advancement were still before them so the data were tabulated for an Over 40-Tenured Group (n=107); an Under 40-Tenured Group (n=91); and, an Under 40 Non-tenured Group (n=48). These data are presented in Table 1.

Table 1

Factors Related to Career Enhancement Among

Tenured and Non-tenured Faculty

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Age			
M (years)	50.6	35.4	32.9
SD	8.0	2.9	2.2
Degree			
Ph.D.	94.4%	96.7%	97.9%
Ed.D.	2.8%	2.2%	0
M.A.	0.9%	0	2.1%
No response	1.9%	0	0
Academic Rank			
Professor	77.5%	26.4%	4.2%
Associate Professor	17.8%	68.1%	62.5%
Assistant Professor	1.9%	5.5%	27.1%
Instructor	0.9%	0	2.1%
Other	1.9%	0	4.2%
Department			
Psychology	72.9%	70.3%	60.4%
Educational Psychology	2.8%	2.2%	8.3%
Psychiatry	2.8%	8.8%	10.4%
Education	2.8%	1.1%	6.3%
Other	10.3%	7.7%	10.4%
No response	8.4%	9.9%	4.2%
Years of Experience			
Post-doctoral			
M (years)	20.1	8.4	5.2
SD	7.6	2.4	2.9
Present University			
M (years)	13.7	6.9%	3.4%
SD	6.4	2.3	2.0

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Major Area			
Clinical	23.4%	23.1%	33.3%
Experimental	16.8%	16.5%	16.7%
General	18.7%	8.8%	6.2%
Social	5.6%	12.1%	12.5%
Educational	3.7%	3.3%	8.3%
Industrial	5.6%	0	2.1%
School	2.8%	1.1%	0
Developmental	3.7%	7.7%	0
Counseling	3.7%	3.3%	2.1%
Physiological	2.8%	3.3%	4.2%
Personality	2.8%	0	0
Learning/Motivation	0	4.4%	0
Learning/Cognition	0	2.2%	2.1%
Comparative	0.9%	1.1%	0
Clinical/Child	0	3.3%	2.1%
Clinical/Community	0	2.2%	0
Neuropsychology	0	2.2%	0
Memory	0.9%	2.2%	0
Applied/Experimental Analysis of Behavior	1.9%	2.2%	4.2%
Psycholinguistics	0	0	2.1%
Vision/Perception	0.9%	0	4.2%
Psychophysiology/ Psychopharmacology	0	1.1%	0
Statistics/Psychometrics	0.9%	0	0
No response	4.7%	0	0
Number of Courses Taught Per Academic Year			
M (courses)	4.7	5.4	5.4
SD	2.5	2.7	3.0
Range	0-11	0-12	1-13
No response/Uninterpretable	13.1%	6.7%	8.3%

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Number of Semester Hours Taught Per Academic Year			
M	14.7	17.1	17.4
SD	8.4	8.2	10.0
Range	0-33	0-36	3-36
No response/Uninterpretable	13.1%	6.7%	8.3%
Level of Courses Taught in Department			
Undergraduate/Service	81.3%	75.8%	81.3%
Undergraduate/Major	91.6%	72.5%	79.2%
Graduate/Service	66.4%	52.7%	60.4%
Graduate/Master's	70.1%	65.9%	62.5%
Graduate/Doctoral	67.3%	46.2%	52.1%
No response/Not applicable	2.8%	6.6%	4.2%
Opportunity for Summer Teaching			
Each Year	74.8%	72.5%	75.0%
Alternate Years	6.5%	3.3%	2.1%
Occasionally	6.5%	12.1%	2.1%
None	1.9%	4.4%	8.3%
No response	10.3%	7.7%	12.5%
When the Opportunity for Summer Teaching Exists, Do You Teach?			
Yes	66.0%	80.0%	84.2%
No	34.0%	20.0%	15.8%
Are You Currently Conducting Research?			
Personal	22.4%	28.6%	50.0%
Personal + Thesis Research	12.1%	23.0%	10.4%
Personal + Dissertation Research	16.8%	6.6%	6.3%
Personal + Thesis + Dissertation Research	29.0%	36.3%	29.2%
Dissertation Research Only	3.7%	0	0

Question	Age Group		
	Over 40 Tenured	Under 40 Tenured	Under 40 Non-tenured
Thesis Research Only	4.7%	3.3%	2.1%
Thesis + Dissertation Only	2.8%	0	0
No Research	2.8%	1.1%	0
No response	5.6%	1.1%	2.1%
At Your University, Is Personal Research Required For:			
Tenure			
Yes	71.0%	72.5%	66.7%
No	27.1%	27.5%	31.2%
No response	1.9%	0	2.1%
Promotion			
Yes	75.7%	79.1%	75.0%
No	19.6%	20.9%	25.0%
No response	4.7%	0	0
Salary Increases in Rank			
Yes	45.8%	47.3%	41.7%
No	48.6%	51.6%	56.2%
No response	5.6%	1.1%	2.1%
Reduction in Teaching Load			
Yes	56.1%	50.5%	37.5%
No	36.4%	46.2%	47.9%
No response	7.5%	3.3%	14.6%
At Your University, Is Direction of Thesis and/or Dissertation Research Required For:			
Tenure			
Yes	60.8%	28.6%	29.2%
No	27.1%	61.5%	64.6%
No response	12.1%	9.9%	6.3%
Promotion			
Yes	58.9%	29.7%	31.3%
No	28.0%	60.4%	62.5%
No response	13.1%	9.9%	6.3%

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Salary Increases In Rank			
Yes	64.5%	19.8%	20.8%
No	21.5%	70.3%	72.9%
No response	14.0%	9.9%	6.3%
Reduction in Teaching Load			
Yes	60.7%	18.7%	16.7%
No	24.3%	69.2%	72.9%
No response	15.0%	12.1%	10.4%
At Your University, Are Publications in Refereed Journals Required For:			
Tenure			
Yes	63.6%	62.6%	64.6%
No	32.7%	33.0%	31.3%
No response	3.7%	4.4%	4.2%
Promotion			
Yes	64.5%	68.1%	62.5%
No	30.8%	27.5%	33.3%
No response	4.7%	4.4%	4.2%
Salary Increases in Rank			
Yes	41.1%	34.1%	35.4%
No	50.5%	61.5%	56.3%
No response	8.4%	4.4%	8.3%
Your Total Number of Publications in Refereed Journals			
Range	0-135	0-100	0-50
Median	17	6	6
Most Recent Publication			
1978 or Later	36.4%	54.9%	64.6%
1976/77	24.3%	27.5%	16.6%
Before 1976	39.3%	17.6%	18.8%

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Your Total Number of Refereed Paper Presentations			
Range	0-100	0-90	0-50
Median	10	8	8
Most Recent Paper			
1978 or Later	32.7%	52.7%	64.6%
1976/77	24.3%	24.2%	20.8%
Before 1976	43.0%	23.1%	14.6%
Are Students Available to Assist in Your Personal Research?			
Yes	46.7%	63.7%	60.4%
No	47.7%	34.1%	37.5%
No response	5.6%	2.2%	2.1%
Is There Adequate Time Allotted for Your Personal Research			
Yes	56.1%	47.3%	47.9%
No	43.0%	52.7%	50.0%
No response	0.9%	0	2.1%
Is Time Allotted for Direction of Student Research Adequate?			
Yes	52.3%	45.1%	39.6%
No	37.4%	46.1%	47.9%
No response	10.3%	8.8%	12.5%
Is Research Equipment for Personal Research Adequate?			
Yes	70.1%	68.1%	64.6%
No	23.4%	26.4%	35.4%
No response	6.5%	5.5%	0
Is Research Equipment for Student Research Adequate?			
Yes	72.9%	75.8%	60.4%
No	21.5%	17.6%	29.2%
No response	5.6%	6.6%	10.4%

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Is Space for Personal Research Adequate?			
Yes	71.0%	71.4%	64.6%
No	21.5%	25.3%	35.4%
No response	7.5%	3.3%	0
Is Space for Student Research Adequate?			
Yes	70.1%	65.9%	50.0%
No	19.6%	25.3%	33.3%
No response	10.3%	8.8%	16.7%
Are Departmental Funds Available for Your Personal Research?			
Yes	39.3%	49.5%	41.7%
No	54.2%	48.3%	56.2%
No response	6.5%	2.2%	2.1%
Are Funds for Personal Research Available Through University Sources Other Than Your Departmental Budget?			
Yes	78.5%	80.2%	64.6%
No	16.8%	16.5%	27.1%
No response	4.7%	3.3%	8.3%
Are Departmental Funds Available for Thesis and Dissertation Research?			
Yes	40.2%	28.6%	20.8%
No	48.6%	61.5%	66.7%
No response/Not applicable	11.2%	9.9%	12.5%
Are Funds for Thesis and Dissertation Research Available Through University Sources Other Than Departmental Funds			
Yes	38.3%	27.5%	20.8%
No	47.7%	59.3%	58.3%
No response/Not applicable	14.0%	13.2%	20.3%

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Have You Received Internal Funds Specifically for Your Own Research?			
Yes	58.9%	73.6%	58.3%
No	39.2%	26.4%	41.1%
No response	1.9%	0	0
If "Yes", how many times during the past five years have you been funded?	(n=63)	(n=67)	(n=28)
15	0	1	0
7	1	0	0
6	0	2	0
5	6	8	2
4	0	6	3
3	2	12	5
2	15	9	9
1	21	19	9
0	12	5	0
No response	6	5	0
If "No", have you submitted proposals for internal funds?	(n=42)	(n=24)	(n=20)
Yes	6	4	5
No	27	17	11
No response	9	3	4
If "Yes". how many proposals have you submitted?	(n=6)	(n=4)	(n=5)
6	0	1	0
3	1	0	3
2	2	0	2
1	3	3	0
Have You Received External Funds Specifically for Your Own Research?			
Yes	55.1%	57.1%	41.7%
No	41.1%	41.8%	58.3%
No response	3.7%	1.1%	0

Question	Age Group: Over 40 Tenured	Under 40 Tenured	Under 40 Non-tenured
If "Yes", how many times during the past five years have you been funded?	(n=59)	(n=52)	(n=20)
14	0	1	0
8	1	1	0
6	0	0	1
5	6	7	1
4	1	4	1
3	8	5	3
2	12	12	4
1	16	19	9
0	12	0	1
No response	3	3	0
If "No", have you submitted proposals for external funds?	(n=44)	(n=38)	(n=28)
Yes	10	11	3
No	18	18	12
No response	16	9	13
If "Yes", how many proposals have you submitted?	(n=10)	(n=11)	(n=3)
5	0	1	0
2	4	3	1
1	5	7	2
No response	1	0	0
Are Sabbatical Leaves Awarded By Your College or University?			
Yes	64.5%	71.4%	72.9%
No	33.6%	27.5%	25.0%
No response	1.9%	1.1%	2.1%
If "Yes", have you been granted a sabbatical leave?	(n=69)	(n=65)	(n=35)
Yes	33	13	1
No	35	52	31
No response	1	0	3

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
If "Yes", how many years must you be employed to be eligible for a sabbatical leave?	(n=69)	(n=65)	(n=35)
8 or more	2	3	1
7	22	24	11
6	20	13	6
5	7	5	5
4	4	4	2
3	0	4	1
Varies	1	3	0
Don't Know	6	5	4
No response	7	4	5
Number of Years of Experience Required To Be Eligible For Tenure At Your Institution			
8 or more	1.9%	0	0
7	20.6%	14.3%	12.5%
6	13.1%	18.7%	16.7%
5	32.7%	42.9%	41.7%
4	1.9%	3.3%	8.3%
3	8.4%	9.9%	3.3%
2 or less	4.6%	4.4%	0
Varies	2.8%	1.1%	0
Don't Know	1.9%	0	4.2%
Not Applicable	1.9%	1.1%	2.1%
No response	10.3%	4.4%	6.3%
Who Initiates Tenure Recommendations?			
Chairperson	40.2%	38.5%	52.0%
Senior Faculty Committee + Chairperson	6.5%	2.2%	0
Department Advisory Committee + Chairperson	5.6%	3.3%	0
Promotion & Tenure Committee + Chairperson	0	0	4.2%
Personnel Committee + Chairperson	2.8%	0	0
Tenured Faculty + Chairperson	0	11.0%	0

Question	Age Group: Over 40 Tenured	Age Group: Under 40 Tenured	Age Group: Under 40 Non-tenured
Full Professor Committee	0	1.1%	0
Departmental Executive Committee	0	2.2%	2.1%
Tenure & Promotion Committee	6.5%	11.0%	4.2%
Personnel Committee	0	0	4.2%
Tenured Faculty	11.2%	0	6.3%
Faculty Committee (Departmental and/or Specialty Area)	8.4%	14.3%	2.1%
Union Committee	0	0	2.1%
Dean	3.7%	0	2.1%
Automatic	1.9%	3.3%	0
Self	11.2%	11.0%	12.5%
Father Time	0.9%	0	0
No response	0.9%	2.2%	8.3%
What Do You Consider The Most Fundamental Professional Qualification For Tenure At Your Institution?			
Publications	24.3%	37.4%	35.4%
Teaching	15.9%	19.8%	10.4%
Research & Teaching	8.4%	6.6%	4.2%
Research	7.5%	5.5%	10.4%
Teaching, Research, Service	7.5%	8.8%	2.1%
Scholarly Work	5.6%	4.4%	4.2%
Professional Development/ Compatibility	11.2%	1.1%	2.1%
Recommendations From All Levels	0.9%	0	0
Ph.D. in Psychology	2.8%	2.2%	4.2%
Time In Service	0	5.5%	6.3%
Astute Politics	0.9%	0	4.2%
God Only Knows	0.9%	2.2%	4.2%
No Response	14.0%	6.6%	12.5%
Not Applicable	0	0	2.1%

Question	Age Group		
	Over 40 Tenured	Under 40 Tenured	Under 40 Non-tenured
Hours Worked Per Week			
Less than 10	0	0	0
11-20	0	1.1%	0
21-30	2.8%	1.1%	0
31-40	10.3%	9.9%	8.3%
More than 40	84.1%	96.8%	87.5%
No response	2.8%	1.1%	2.1%
Percent Time Per Week Devoted To Teaching			
Less than 10	13.1%	8.8%	25.0%
11-25	35.5%	36.3%	35.4%
26-50	29.9%	30.8%	22.9%
51-75	14.0%	19.8%	8.3%
76-100	4.7%	4.4%	6.3%
No response	2.8%	0	2.1%
Percent Time Per Week Devoted to Administrative Activities			
Less than 10	38.3%	39.5%	52.1%
11-25	31.8%	45.1%	29.2%
26-50	11.2%	9.9%	8.3%
51-75	13.1%	5.5%	6.3%
76-100	2.8%	1.1%	0
No response	2.8%	0	4.2%
Percent Time Per Week Devoted to Research Activities			
Less than 10	44.8%	29.7%	31.1%
11-25	32.7%	38.5%	37.8%
26-50	15.9%	26.4%	20.0%
51-75	3.7%	5.5%	11.1%
76-100	0	0	0
No response	2.8%	0	0

Question	Age Group: Over 40[a] Tenured	Age Group: Under 40[a] Tenured	Age Group: Under 40[a] Non-tenured
What Would You Consider The Most Important Incentives Your Department/University Offers For An Active Program Of Personal Research?			
Promotion	17.3%	24.2%	20.8%
Tenure	7.0%	14.3%	17.7%
Salary Increases	8.4%	13.7%	11.5%
Peer Prestige	9.4%	9.9%	12.5%
Load Reduction/Schedule Flexibility	9.8%	6.1%	2.1%
Financial Support (Research)	7.0%	4.4%	1.0%
Personal Satisfaction	2.3%	0.5%	4.2%
Research Atmosphere	1.9%	0.5%	0
Research Equipment	0	1.7%	0
Student Help/Space	2.3%	2.2%	2.1%
Research Freedom	0.9%	0.5%	2.1%
Travel/Leave	0.9%	1.1%	0
Special Rank	0.9%	0	0
Promotion To Graduate Faculty	0	0.5%	0
Reduced Committee Work	0.5%	0	0
Administrative Recognition	0	0.5%	0
Keeping Job	3.3%	0	5.2%
None	15.9%	14.3%	12.5%
No response	12.1%	5.5%	8.3%

[a] Each respondent was asked tc list two (2) incentives for research. For the Over 40 Tenured Group (n=107), 214 responses were tabulated; for the Under 40 Tenured Group (n=91), 182 responses were tabulated, and, for the Under 40-Non-tenured Group (n=48), 96 responses were tabulated.